

UTLA BARGAINING



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What's to like in the new contract?

- 1 6% permanent pay raise.** The 6% salary increase is ongoing, on the salary schedule—not a one-time bonus. If you add in the cost for our superior health benefits package, our agreement is one of the best in the state. Also: We'll be at the table again in years 2 and 3 of the contract to negotiate for additional raises.
- 2 No LAUSD takebacks.** UTLA successfully fought off all four of the District's "take back" proposals that would have relinquished rights won in earlier contracts. Because UTLA members strongly said NO, there will be no mandatory nonclassroom supervision, no imposition of bell schedules without teacher approval, no expansion of mandatory buy-back days, and National Board certified teachers will not have to go to Decile 1 and 2 schools to earn their differentials.
- 3 First-ever contract agreement to reduce class size.** The agreement calls for a phased-in reduction by two students in grades 4-12 in all schools and for flexible class-size caps. It's not enough, but it's a foot in the door for more, now that we've gotten LAUSD to agree to address class size and caps in the contract for the first time. **THIS IS IN ADDITION TO THE \$70 MILLION IN EDUCATIONAL IMPACT AID WE NEGOTIATED TO LOWER CLASS SIZES IN SCHOOLWIDE PROGRAM (SWP) SCHOOLS (COVERING ROUGHLY 78% OF LAUSD STUDENTS).**
- 4 A step toward local control.** Schools will be able to appeal if the local district rejects their waiver request. Real local control is still not here, but this begins to give schools more of a chance to innovate and tailor their programs to their students.
- 5 Protection for union activities.** Members have the right to mediation before an administrative transfer takes effect if UTLA determines the transfer was related to protected union activity.
- 6 Innovative "living contract."** The deal creates the first-ever living contract, which means we can continue to negotiate contract agreements (which would be voted on by UTLA members) throughout the year.

YOU created the "settlement moment"

Think it's a coincidence that the District dramatically upped its raise offer from 4.5% to 6% just days before the strike authorization vote results were to be announced? It wasn't.

The District knew that voting had begun on strike authorization. Chapter chairs were already predicting 90%-plus support for strike authorization at their schools. *LAUSD fear of the vote created the "settlement moment" that led to the breakthroughs on salary, class size, and other issues that enabled us to come to a tentative agreement.*

The strike authorization vote was just the latest event in a line of actions that led to this settlement. From Districtwide parent leafleting in the summer to the class-size caravan in November to the 10,000-strong rallies in December and the widespread faculty boycotts in January, it all worked together to show the District we would accept nothing less than a fair contract.

"We all know there's much more to fight for," UTLA President A.J. Duffy says. "No contract can fix all that's wrong with LAUSD, but this agreement creates the opportunity to fight for additional improvements—such as reducing our huge P.E. class sizes and getting more protections for adult ed teachers, substitutes, and school counselors—as we continue to press for further reductions in class size, more competitive pay, and increased local control." We'll continue organizing our members and connecting with parents and the community to work for change in LAUSD. Stay active and stay united!